

THE BULLETIN

MAY 21, 1991 ~ 44TH YEAR ~ NUMBER 19

University, UTFA Reach Tentative Agreement

BY KARINA DAHLIN

THE UNIVERSITY AND THE FACULTY association have reached a tentative agreement on salaries and benefits for teaching staff and librarians.

The negotiating team for the U of T Faculty Association will present the agreement to the UTFA council for ratification today and the Business Board of Governing Council will be asked to approve the document at its meeting May 27, said Alec Pathy, vice-president (human resources), chief negotiator for the University.

No details of the agreement were disclosed when the two parties concluded a 19-hour bargaining session May 17. The discussions were part of a series of mediated talks that began during the week of April 29, continued the following week and resumed May 16 at 7 p.m. John McCamus, a professor at Osgoode Hall Law School, acted as mediator during the discussions. Professor Bill Graham of Scarborough College was UTFA's chief negotiator.

The current two-year agreement which expires June 30 gave faculty members and librarians a 5.75

percent salary increase in 1989-90 and an increase of five percent in 1990-91.

During last week's talks, UTFA asked that the next agreement include increases that match the rate

of inflation and partially fulfil the outstanding "catch-up" award determined by arbitrator Kevin Burkett in 1982. Salaries and salary scales should also "recognize the markedly increased productivity of

faculty and librarians," the association said, and salary ceilings should be abolished for tutorial staff, associate professors and those ranked librarian III. UTFA also wanted improvements to the pen-

sion plan to ensure that pensions payable under the plan are indexed annually by the full increase in the inflation rate. Currently the pensions are indexed to 60 percent of the consumer price index.

Shades of Summer



JONATHAN NAPAN

Laura Younger and Jay Rymal, third-year students in the Faculty of Arts & Science, enjoy the sun in Queen's Park. The warm weather may prove too distracting for those students who headed back to classes for the summer session last week.

Protein Puzzle Solved

BY DAVID TODD

UOF T RESEARCHERS HAVE made a discovery that provides new insight into how cancer cells develop and will further studies in a number of other fields as well, says the group's principal investigator.

The team of 16 researchers, led by Professor Tony Pawson of the Department of Medical Genetics and the Samuel Lunenfeld Research Institute at Mount Sinai Hospital, has identified the means by which receptors on the surface of a cell transmit signals instructing the cell to grow or change shape. This discovery may eventually assist in the development of drugs to block the growth and spread of

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THE MOST RECENT TALKS aimed at ending the library workers' strike broke off without significant progress just hours after they began.

A provincial mediator brought union and administration officials together on May 17 to explore the possibilities for settlement. But these talks — the first face-to-face meeting of the parties in nearly four weeks — ended the same day with the two sides still deadlocked.

Union officials requested binding arbitration of all outstanding issues, which include changes to the grievance procedure, seniority for part-time workers and wages. The University, however, rejected the request. Carole Moore, chief librarian, said binding arbitration is an alternative available only to unionized employees whose right to strike has been removed by legislation. "We will continue to press for further negotiations," Moore

said. "That's the process."

Hollis Joe, president of the Canadian Union of Public Employees, Local 1230, said the union now intends to ask Bob Mackenzie, provincial minister of labour, to legislate an end to the strike — now in its 12th week.

Provincial mediators previously put forward a settlement proposal following a series of meetings that ended on April 20. Union members, however, voted on April 24 to

reject the package.

The union represents about 265 full-time and 250 part-time library workers who went on strike Feb. 28. The workers have been without a contract since July 1.

Meanwhile summer hours of operation have been reduced at the seven libraries on the St. George campus that are affected by the strike. Evening hours have been instituted at some, but only two

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THE PRIORITIES OF SINGLE PARENTS ON CAMPUS ARE DIFFERENT THAN MOST AT U OF T

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NEWLY-APPOINTED CHANCELLOR BRINGS HER COMMUNITY SPIRIT TO UNIVERSITY

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SEA OF WORDS: HUMANITIES BOOK FAIR SHOWCASES PUBLICATIONS

IN BRIEF



Callahan named principal

PROFESSOR WILLIAM CALLAHAN OF THE DEPARTMENT OF HISTORY has been appointed principal of Victoria College for a five-year term beginning July 1. A faculty member at the University since 1965, he specializes in early modern western Europe especially Spanish social, economic and political issues. Callahan has been on sabbatical for the last year and is currently in Spain. He received his BA from Boston College in 1958 and his MA (1959) and PhD (1964) from Harvard University. Callahan replaces Professor Alexandra Johnston of the Department of English who will begin a one-year sabbatical this fall.

Four named Southam fellows

FOUR JOURNALISTS HAVE BEEN NAMED 1991-92 SOUTHAM FELLOWS and will spend the year at Massey College while studying at U of T. The fellowships, funded by Southam Inc., are awarded annually to experienced journalists. The four are: Sandra Bartlett, environment and health reporter, CBC Radio, Regina; Judy Piercey, writer-broadcaster, CBC Radio, St. John's; David Prosser, editorial page editor, *Kingston Whig Standard*; and Joe Sornberger, Sunday editor, *The Ottawa Citizen*.

Hospital chooses new president

PROFESSOR ALAN HUDSON OF THE DIVISION OF NEUROSURGERY IN the Department of Surgery has been named president and chief executive officer of Toronto Hospital. Hudson was named the James Wallace McCutcheon Chair of Surgery at U of T and surgeon-in-chief at the Toronto Hospital in 1989. He is also a member of the Academic Board of Governing Council. He received his medical degree from the University of Cape Town in 1960. He entered the neurosurgical residency training program at U of T in 1965 and in 1968 was made a fellow of the Royal College of Surgeons of Canada in neurosurgery. Hudson takes up his new duties July 1.

Alumni receive awards

DEAN ROGER WOLFF OF THE FACULTY OF MANAGEMENT HAS NAMED the recipients of this year's Distinguished Business Alumni Award. Earl Orser, chair of London Life Insurance Company, received a bachelor of commerce degree in 1950. He served in senior management and executive positions with companies in a wide range of industries before joining London Life as executive vice-president in 1978. Joseph Rotman is president of the Roy-L Group of Companies, which he has managed and developed since 1963. He graduated with a master of commerce degree in 1960 and pursued PhD studies at Columbia University. He then returned to U of T to teach for two years before entering the business world.

Van Ginkel awarded citation

PROFESSOR BLANCHE LEMCO VAN GINKEL OF THE SCHOOL OF Architecture & Landscape Architecture has been awarded a 1991 Citation for Citizenship by the Ministry of Multiculturalism & Citizenship. The citation honours contributions to Canadian citizenship which promote a better awareness of fundamental values, rights and responsibilities or which assist Canadians to become involved in the life of their communities. She is a pioneer in the area of women's rights and was the first woman to be made dean of the School of Architecture & Landscape.

Two receive Order of Ontario

WALTER PITMAN, DIRECTOR OF THE ONTARIO INSTITUTE FOR Studies in Education, and former U of T president John Evans received the 1991 Order of Ontario May 8. Pitman, who has been director since 1987, is a former president of Ryerson Polytechnical Institute and director of the Ontario Arts Council. Evans, a former dean of medicine at McMaster University, was president at U of T from 1972 to 1978. He is credited with developing the community-centred patient-oriented approach to medicine that has been followed by medical schools in other countries. The award honours Ontarians who have made outstanding contributions to the province.

Board Seeks Longer Limit

Sexual harassment committee to make further recommendations

BY CAROLYN MEREDITH

THE UNIVERSITY AFFAIRS Board has indicated that it favours an extension of the current four-month time limit on filing formal complaints under the sexual harassment policy.

In a straw vote taken May 7 at a special meeting to continue debate on proposed amendments to the policy, the board voted unanimously in favour of extending the time limit. Members offered suggestions concerning the appropriate limits but did not indicate a preference as a board.

An extended time limit would allow students to complete academic work before filing a complaint. Staff would have time to apply for alternative employment at the University.

Under the current policy, complainants must file formal complaints with the sexual harassment office within four months of the date of the alleged incident. The proposed policy, drafted last fall by the Special Committee to Review Policy & Procedures: Sexual Harassment, would extend the time limit to 12 months from the date of the last alleged incident.

The board has asked the special committee to consider its concerns with respect to the proposed poli-

cy — including those pertaining to the time limit — and revise the proposed policy for further consideration.

David Neelands, assistant vice-president (student affairs), said the board should consider the issue of a reasonable time limit for the resolution of a single incident.

Paul McCann, acting warden of Hart House, suggested the time limit be varied according to the severity of the alleged offence. But Paddy Stamp, the University's sexual harassment officer, said she is uncomfortable with the suggestion of different time limits for different types of harassment.

"I would assume that the sexual harassment officer would have to judge the nature of the complaint and define the category of sexual harassment," Stamp said. The policy should be clear and simple. The creation of alternative time limits may "muddy the water," she added.

Wendy Talfourd-Jones, a part-time undergraduate student, recommended that different time limits be established for staff and students, who often wish to complete courses before filing complaints. Elizabeth Paterson, director of the International Student Centre, said the policy could include the proposed 12-month time limit with a clause requiring stu-

dents to file as soon as a course had ended. Stamp said that such a rule would be very straightforward.

President Robert Prichard said that the earlier a complaint is filed the better it is for everyone involved. He added that it would be undesirable to have cases dismissed for procedural reasons.

Neelands noted that the discussion focused on the relative merits of a graduated time limit compared with a set time limit with discretion to extend it in certain circumstances. He recommended that the special committee consider the board's discussion of time limits in its further deliberations on the proposed policy.

After considering the issue of the time limit, the board turned to the question of the standard of proof required in formal hearings. In a second straw vote, the board unanimously endorsed a recommendation for a high, but so far unspecified, standard of proof. The current policy requires a criminal standard, the proposed policy recommends a civil one.

University affairs also discussed the problem of repeated behaviour and agreed that the policy should encourage swift, effective action to stop harassment.

The board will continue its discussion of the sexual harassment policy May 28.

Protein Puzzle Solved

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While important to the cause of cancer research, this discovery has broader implications, Pawson said. Since these receptors also control a number of normal biological processes, such as the development of the embryo, and are involved in diseases other than cancer, a grasp of their workings should prove beneficial to investigators studying many aspects of cell biology.

"That's what makes it exciting," Pawson said. "It's a fundamental scientific discovery."

The team, which works at the Mount Sinai research institute, published its findings in the Washington-based journal *Science* earlier this month.

Scientists have long understood the basic sequence of events by which a cancer cell develops. Normal cells, Pawson explained, only grow when receptors — proteins found on the cell surface — receive external signals. Proteins called growth factors bind to the receptors, which in turn convey messages to other proteins within the cell. These proteins instruct the cell to divide or change shape.

In cancer cells, however, gene mutations can alter the proteins that regulate the growth process. Receptors can become activated even in the absence of an external signal, stimulating constant growth.

Once cancer researchers had

learned this much, Pawson said, the next logical step was to seek an understanding of how the proteins involved in the process actually work. "The question people have been asking for about the last 10 years is, once the receptors become active, how do they deliver their signal to the inside of the cell?"

The answer, Pawson and his colleagues have discovered, is that the proteins within the cell involved in inducing growth activity share a common element, known as the SH2 domain, that enables them to interact with receptors. When a receptor becomes activated, it attracts the SH2-containing proteins, which bind to the receptor and, in turn, become activated themselves.

Because receptors in cancer cells are active when they should not

be, interaction — and hence, cell growth — "occurs inappropriately," Pawson said. This new understanding of the mechanics of the process, however, might make possible the design of drugs that would block interaction, thereby inhibiting the growth of cancer cells. "Obviously that's some way off, but I don't see why it's not attainable," Pawson added.

The researchers actually identified the SH2 domain in 1986. Only recently, however, did they grasp its importance. The next stage in their investigation will be to determine what happens at the molecular level when the SH2-containing proteins interact with receptors. "If we knew that, it might allow drug designers to come up with ways of inhibiting the process," Pawson said.

UNIVERSITY ~ OF ~ TORONTO

THE BULLETIN

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Ten Receive Honorary Degrees

THIS YEAR'S HONORARY DEGREE recipients include a civil rights activist, a physicist and a past president of the University.

An honorary doctor of laws degree will be awarded to civil rights activist Alan Borovoy for his commitment to civil liberties. Borovoy is legal counsel for the Canadian Civil Liberties Association.

Eleanor Brass, founder of the Peace River Friendship Centre and writer for Alberta Native Communications, will be honoured for her achievements on behalf of native peoples. She will be awarded an honorary doctor of letters degree.

An honorary doctor of laws degree will be awarded to Professor Gilles Cloutier, a physicist and rector of the University of Montreal. He will receive the degree for his efforts to make the University of Montreal a centre of academic excellence for francophones.

Professor Fang Li Zhi, vice-president of the University of Science & Technology of China, will be presented with an honorary doctor of science degree. A cosmologist, he is highly regarded as a dissident and hero to Chinese students.

An honorary doctor of letters degree will be presented to William Glasco for his work promoting and developing Canadian theatre. He founded the Tarragon theatre, Toronto's first theatre dedicated to the promotion of Canadian drama.

President Emeritus James Ham will be awarded an honorary doctor of engineering degree for his service to the engineering profession — particularly his strong emphasis on international standards and on engineering education. Ham has been a member of the U of T faculty for almost 40 years.

An honorary doctor of science degree will be presented to Professor Emeritus Ruth Hubbard for her achievements in research and in the sociology of science.

Phyllis Lambert, founder of the Canadian Centre for Architecture and a crusader for the preservation of historic buildings, will receive an honorary doctor of architecture degree.

In addition to her work as a lecturer, political activist and photographer, Lambert is the director of numerous national and international architectural associations.

An honorary doctor of laws degree will be presented to Professor Sara Lawrence Lightfoot of Harvard University. She is one of the foremost scholars in the sociology of education.

David McCamus will be awarded an honorary doctor of laws degree. Currently president and chief executive officer of Xerox Canada, McCamus is being honoured for his history of community service.

Finishing Touches



Mechanical engineering students — clockwise from left: Stephen Scott, Rob Veenstra (partially hidden), Somes Mulukutla, Jim Chow and Bryan Duarte (underneath) — work quickly to complete the engine conversion on a pickup truck in time for the 1991 Society of Automotive Engineers Natural Gas Vehicle Challenge in Oklahoma June 6-11. The

competition will identify the best engine and will help to promote equipment that operates on natural gas only. U of T's Team Thunderstruck is composed of 11 students and headed by Professor Jim Wallace of the Department of Mechanical Engineering.

Provost Examines Tutors' Concerns

BY DAVID TODD

THE ACADEMIC BOARD'S agenda committee has asked Provost Joan Foley to consult with members of the University community about job security concerns of tutors and senior tutors.

At the May 9 board meeting, the committee reported that it had asked the provost to gather information and suggest options on ways to deal with the issue. Foley is scheduled to report back to the committee on May 23. The board may consider her findings at its June 6 meeting.

Professor Michael Marrus of the Department of History, chair of the board, said the results of the fact-finding mission will form the basis for further discussions. "We're a long way from bringing this matter to a head. My own sense is that the various arms of the University are still in the process of taking positions on the question."

The U of T Faculty Association (UTFA) has been urging the administration to recognize the value of the work of tutors and senior tutors by offering them permanent job status. Guy Allen, a senior tutor who is coordinating UTFA's campaign on behalf of tutorial staff, said in an interview that the fact-finding is a positive first step "because one of the problems is that people haven't been well informed about the issue."

He added that the board must be prepared to act on what it learns. "My concern is to make sure that we're working toward a fair policy

that will take care of the problem."

The status of the approximately 250 tutors and senior tutors at U of T was one of the questions addressed by the Special Committee to Review the Policy & Procedures on Academic Appointments, chaired by Professor Cecil Yip of the Banting & Best Department of Medical Research.

The Academic Board completed its first reading of the Yip report on April 18. The agenda committee then decided, at its April 25 meeting, to refer the entire report, including the question of tutors, to the provost.

"The committee sensed that this was an area in which the board needed to be better informed before it could make any determination," Foley explained. "I don't think that means it is more important than some other things raised in the Yip report. But it is clearly something that the board has to attend to."

Tutors at U of T are currently hired on a series of three one-year contracts. In their third year they may request consideration for promotion to senior tutor with a renewable five-year appointment. The Yip report recommends that the University continue its policy of contractual appointments. Both tutors and lecturers (a title that would replace that of senior tutor) would be appointed initially on three-year contracts that would be renewable for five-year periods.

The faculty association contends that the current policy as well as the proposed one leave tutors vulnerable

able to unfair and abusive employment practices including dismissal for fiscal or academic planning reasons. Recently, UTFA has raised alarms over the University's decision not to renew the contracts of two senior tutors when they expire in June 1992.

None of the recommendations in the Yip report that would change the University's appointments pol-

icy may be implemented without the consent of UTFA. According to the Memorandum of Agreement between the faculty association and Governing Council both parties must approve any changes to the policy. Last October UTFA decided not to consider the Yip report's proposals until the question of job security for tutorial staff was resolved.

Library Negotiations Break Off

~ Continued from page 1 ~

nights a week. In addition three of the smaller libraries on the campus are now open only in the afternoon.

Concern about the effects of the strike on the academic environment of the University has been mounting. Catherine Matthews, a librarian and member of the Academic Board, told the board's May 9 meeting that those effects extend far beyond the mere reduction in the hours of library service.

Students and faculty are finding that access to background reading material is limited by the lack of computer searching in reference services, said Matthews. Extended delays in the ordering, processing and cataloguing of books could mean students returning in the fall may find that essential course materials are not on the shelves.

Even those libraries where no staff is on strike have been hurt. "We have had dramatic increases in

the use of our libraries, and some of us have reported losses of our collections due to the massive influx of students," Matthews said.

Several other Academic Board members also voiced dismay that the administration has not been able to bring about a quick resolution to the strike. "This is an emergency of the greatest concern to the University," said Professor David Tinker of the Department of Biochemistry. "The damage to the library system may be so long-term as to approach irreversibility."

Next issue

The next issue of *The Bulletin* will be published three weeks from now on June 10.

The deadline for events listings and booking of display ads is Monday, May 27, and for letters, editorial material and classified ads, Friday, May 31. We appreciate submissions on computer disk.



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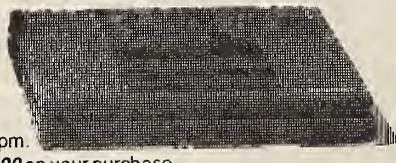
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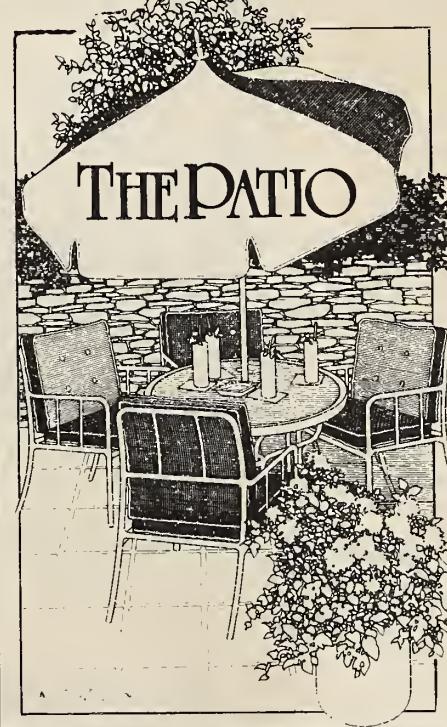
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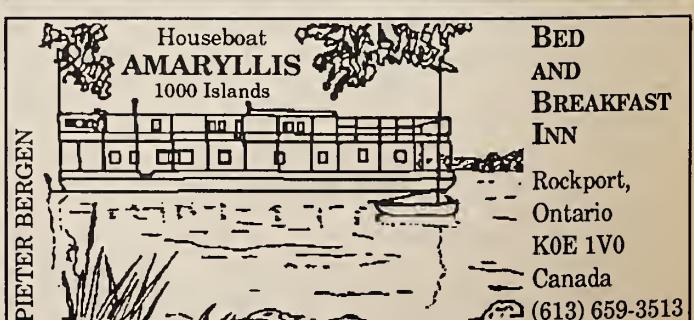


DEPARTMENT OF MEDICAL GENETICS UNIVERSITY OF TORONTO

The Department of Medical Genetics is seeking an individual with an interest in undergraduate medical education to assist the Course Director in the organization and administration of the second-year course in Medical Genetics. It is estimated that this position would require a half-time commitment from July to December. The applicant should have an advanced degree in fundamental or clinical genetics or a related field, experience in teaching and a commitment to undergraduate education.

The appointment will be made on a continuing annual basis subject to performance review with a detailed review after three years. Applicants should send their curriculum vitae and the names of three referees to:

Dr. P.D. Sadowski
Chairman
Department of Medical Genetics
Room 4285, Medical Sciences Building
University of Toronto
Toronto, Ontario
M5S 1A8



Research Rules Could Cost Time

BY KARINA DAHLIN

RESEARCHERS WHOSE WORK involves unlinked, anonymous tests may find themselves short of time if the recommendations of a Ministry of Health report are implemented.

The HIV Seroprevalence Studies Report, published in March, recommends the establishment of a provincial health ethics monitoring committee to examine research protocols of a controversial nature identified as such by university ethics committees, consumer groups and the government.

Rena Arshinoff, project coordinator of the Ontario HIV Seroprevalence Study of Childbearing Women, said the recommendation means more preparation time would be needed to launch projects. The seroprevalence study is a joint project of the University, the Ontario Ministry of Health and the Federal Centre for AIDS.

The report also suggests that the process for approving research projects such as the one at U of T should include participation of the target population and the general public. Arshinoff said she and the other researchers working on the

U of T study do not view the report's recommendations as government meddling in research. "We would accept broad-based advice. Our work would benefit from that."

The report was commissioned last November when Evelyn Gigantes, then minister of health, asked why women were not informed that they, through their babies' blood, were tested in the study.

The author of the report, Gilbert Sharpe, director of legal services at the Ministry of Health, recommends the U of T investigation continue but says studies of this nature should allow patients to opt out.

He notes that in Quebec, where a similar study is taking place, women may opt out because explicit consent for neonatal screening is required. In Ontario parents are not routinely informed that heel-prick blood samples will be collected from newborns. "Thus, to the extent that the [Federal Centre for Aids] guidelines mandate some choice by patients, the Ontario study is in breach of the guidelines in not affording patients that choice."

Arshinoff said the researchers in her group are uncomfortable with the suggestion that they would like to prevent people from opting out. She said it is not possible to give the women that choice because they are not asked to consent to the metabolic and genetic tests for which the blood samples are collected in the first place.

The seroprevalence study began in October 1989. It is designed to measure HIV infection in mothers by screening the left-over blood collected from their infants. The results are considered a reflection of the spread of infection in the heterosexual population. All identification is removed from the samples and no test results can be traced.

Henderson Wins Teaching Award

KAREN HENDERSON, A SENIOR tutor in chemistry at Scarborough College, is the winner of the 1991 teaching award co-sponsored by the college and its alumni association. She is the first non-tenured faculty member to receive the award.

Students, former students and colleagues around the world wrote letters of support for her nomination from such places as Hong Kong, Norway and Malaysia.

Students said her lectures and labs are well prepared. Many said Henderson's introductory analytical chemistry course is the best class they have ever taken.

She said she was excited but humbled when she learned she had won the award. She tries to get to know each of her students well and prefers small classes so she can work closely with each individual. Sometimes, Henderson said, she sees "the light go on" as a student masters a technique or learns a concept.

She has a genuine interest in and concern for her students and is available in the lab, often for eight



Karen Henderson

hours a day, in the classroom and in her office. Several students mentioned that Henderson had visited them in hospital or had lent them copies of her lecture notes when they were ill.

Henderson, who graduated from U of T with a BSc in chemistry in 1966 and a MEng in 1985, has taught chemistry at Scarborough for 25 years. She will receive the award and a \$1,000 cash prize at the college's convocation June 18.

Walksafer Project Proceeds

ALTHOUGH THE 1991-92 Budget report says the University is unable to set aside \$210,000 for a "Walksafer" program, no decision to abandon or continue the program will be made until the pilot project has been evaluated.

Walksafer provides student patrollers to accompany other students and faculty and administrative staff members who feel uneasy walking on campus at night. It operates from 8 p.m. to 1 a.m. with 55 patrollers and dispatchers downtown and 32 at Scarborough College. They work up to 10 hours a week.

Concern for the future of the project was raised by city councillor Barbara Hall, chair of the Safe City Committee of Toronto, in a letter to President Robert Prichard

April 10. The committee's aim is to prevent violence against women; its members are politicians and representatives of community groups concerned with urban safety.

Hall wrote to protest the University's decision not to fund the Walksafer program permanently. She said it is being tested during an atypical period characterized by strikes and reduced services.

Richard Criddle, vice-president (administration), said money will probably be found for the program if the evaluation shows that it should continue. "Our position is that it's a demonstration project. When it's over we will decide what to do," Criddle said.

The project was launched in response to a recommendation

by the women's committee of the Students' Administrative Council. It began in March on the Scarborough and St. George campuses and ends June 30. The four-month trial run will cost approximately \$85,000. A full-time coordinator has been seconded by the U of T Police to manage the service.

Preliminary results are encouraging at Scarborough and discouraging downtown, said Susan Addario, the University's personal safety officer. She believes the strike by library workers has affected the number of Walksafer users downtown where the two major libraries, Robarts and Sigmund Samuel, close at 5 p.m. rather than at midnight and 11 p.m. as usual.

NOTEBOOK



NO ONE EVER SAID AN ACRONYM HAD TO BE AESTHETICALLY PLEASING but some of those bred around the University are true alphabetical disaster areas. Take, for example, the proposed new Master of Occupational Hygiene degree — MOHyg for short. At the May 9 meeting of the Academic Board, chair Michael Marrus observed that this unlovely acronym rolls less than trippingly off the tongue. "As a humanist," he said, "I find 'mo-hig' sounds somewhat discordant. But I may be in the minority on that point."

HUNGRY CYCLISTS WHO BIKE TO WORK ON JUNE 11 will receive support and sustenance on the Sidney Smith Hall patio deck (St. George St. entrance) from 7:30 to 9:30 a.m. The Toronto City Cycling Committee and its volunteer network will be setting up the "roll-in breakfast" stop complete with juice, muffins and coffee to promote commuter cycling as part of Bike to Work Week June 9 to 16.

IN KEEPING WITH THE ENVIRONMENTAL SPIRIT sweeping various sectors at the University, the Human Resources Department is joining efforts to support recycling. Promotional opportunity announcements that have been printed on yellow paper in the past are now being printed on white recycled paper. These announcements can be recycled.

GETTING TO KNOW THE DOWNTOWN CAMPUS BETTER is a wonderful way to spend an hour during the lazy days of summer. Again this year the University will offer campus walking tours available in French or English. Student guides Eric Jennings and Janaki Weerasinghe will point out some of U of T's most interesting buildings such as Hart House, UC and Convocation Hall and provide historical background. Tours will run weekdays from June 3 to August 30 at 10:30 a.m., 1 and 2:30 p.m. leaving from the map room at Hart House. For more information, call 978-5000.

THE DEPARTMENT OF ATHLETICS & RECREATION is offering children in grades 5 to 8 a chance to learn how engineers apply science to "bananas, balloons and basketballs" and the opportunity to run off steam at the athletic centre. It's all part of a two-week pilot project called Mini-University 1991, a combined academic and sports camp. Enrolment is limited to 45 children. For more information, call Darcie Brioux, supervisor of the community service program, at 978-3031.



Mark Purnell

SELECTED WORKS BY PROFESSOR PETER VON BITTER of the Department of Geology and post-doctoral fellow Mark Purnell have been reduced to the size of a postage stamp and published by Canada Post. It's an efficient way to distribute information about micropalaeontology. The post office has printed 15 million stamps in the second commemorative Prehistoric Life in Canada series; the von Bitter-Purnell contribution is available at 43 cents. The 40-cent stamp shows five fossil teeth, one of which is based on an original drawing by Purnell.

GOOD NEWS FOR THOSE CAMPAIGNING TO REDUCE drinking on campus. The consumption of alcohol has continued to decline more rapidly than anticipated, University Affairs Board members learned April 22. Some student pubs closed or reduced services this year. The St. George Campus Beverage Service, which monitors liquor licenses, provides alcohol education on all three campuses and distributes alcohol on the downtown campus, is expected to post a deficit of \$11,726 for the 1991-92 year.

THE OTHER SIDE OF CAMPUS LIFE

Single parents must cope with dual responsibilities

ARTICLES BY CAROLYN MEREDITH

SINGLE PARENTS ON CAMPUS ARE LARGELY AN invisible group. In an undergraduate lecture hall, graduate class or even on the job, they look and act the same as everyone else. Yet the challenges they face in balancing their parenting roles with their academic and administrative duties at the University are far different from the majority who attend classes or work here.

Thirteen percent of all families in Canada are headed by a single parent, 82 percent of whom are women. Five sole caregivers at the University — four women and one man — tell of their struggles to combine demands at home with those at work or school.

Patti, an undergraduate and mother of a three-year-old daughter, said that most of her professors do not know of her "other life." She said she wishes that she could approach all of them at the beginning of the year to let them know of her other responsibilities. The size of many of the classes, though, makes such contact impossible.

The course outlines that professors distribute at the beginning of term is a good indication of their attitude toward students who have parenting responsibilities. This year one of them said that if an assignment was going to be late, the student would have to explain the reasons for an extension two weeks before the due date. Patti said she felt more secure knowing that such an option was available and praised the professor for having such a positive attitude toward her students.

Some professors say they will not accept late papers regardless of the situation. This makes them appear very unapproachable, she said. "They make it apparent that they do not trust my judgement or my ability to prioritize my activities. I find it disturbing that they think their paper, worth 10 percent, is more important than my sick child."

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NO MATTER WHAT THE SITUATION IS, MONEY is in short supply for single parents. Mary, a secretary at the University with a two-year-old daughter, said her finances are very tight this year. Day care fees at a nearby centre, typical of the rates charged in Toronto, are \$925 a month for an infant, \$776 for a toddler and \$666 for a preschooler. She receives a partial government subsidy but after rent and other expenses there is little left for extras like holidays or new clothes.

Students who have children are eligible for government subsidies but they say the grants and loans barely meet basic needs. Angela, a graduate student and mother of a nine-year-old son, recalled her first year at university when a problem with her loan left her without income for most of the first term. "At the time," she said, "I wished I had had an abortion. I was really broke and we were living on Kraft Dinner. My son [then four] lost 10 pounds in a few months. I couldn't bear to think what I was doing to him."

Angela, who receives no financial support from her son's father, is eligible for the Ontario Student Assistance Program (OSAP). For the first four years, students receive grants requiring no reimbursement but after this period, they receive loans. Angela said the grants enabled her to have "an almost normal life." With the extra money, she was able to buy an extra outfit for her son, more nourishing food and an occasional night out at the movies for the two of them. The money also saved her from the humiliation of going to food banks like many of her neighbours in the subsidized housing complex.

Patti, who also receives no financial assistance from her

child's father, received grants for four years but is no longer eligible. Single parents are going into debt at a rapid rate, she said. Although they could stay at home and collect welfare, many desire a better and more independent life.

A graduate student, who asked that her name not be used, said she was informed three days before the start of classes last fall that she was no longer eligible for a full day care subsidy for her school-aged child. It would not have been possible for her to finish her final year and receive her master's degree if she had not asked her family for help. Her mother now sends money from Italy but the student lives in constant fear that the government will find out and cut off her rent or partial day care subsidy. She would not be in school today without the additional "under-the-table" help from her family, she said.

Richard, a part-time student, is the primary caregiver of his two young sons. Although he knew money would be tight if he put his career plans on hold, he felt it was important to do so in order to spend more time with his children while they were young.

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ADEQUATE CHILD CARE IS ONE OF THE MAIN CONCERN FOR single parents. Each stressed the need for affordable, high-quality care, preferably on campus. An undergraduate with a young child said the University should provide students and staff with the option of paying day care or athletic fees. Currently students are required to pay athletic fees even if they do not use the facilities.

Those with adequate child care arrangements consider themselves lucky while others with less satisfactory situations experience guilt and stress about the quality of care their children are receiving.

Angela's son has been in various types of child care arrangements since he was an infant. She said it is extreme-

various committees. An undergraduate mother said she likes the centre because it provides a "loving and caring environment for our children to grow in that is non-authoritarian, non-sexist and non-racist."

◆ ◆ ◆

AFFORDABLE HOUSING IS ANOTHER AREA OF CONCERN. MARY, who is separated from her husband and receives no support, finds the rent for her one-bedroom apartment an increasing burden. Renovations to her apartment last summer resulted in a 29 percent rent hike. Although she has started looking for another place, she said she is reluctant to leave her sister — her "support system" — who lives in a neighbouring apartment.

In the subsidized housing complex where Angela lives, an underground system of cottage industries is thriving. Though most of her neighbours receive some type of support, many take in sewing or babysit children for extra money. When she graduates at the end of this year, she plans to look for a new place to live because the complex is a "violent and dangerous place to live," she said.

Patti said that being a single mother is an advantage in terms of housing. She lives in a small cooperative townhouse complex close to the University. The co-op's board was looking for a low-income, single mother at the same time Patti was looking for a place to live. Although the townhouse is not in what some people might consider to be a "good neighbourhood," Patti likes the mix of people and finds the rent affordable.

A social life, apart from their children, is something that most say they have little time or money to enjoy. Free time is often spent playing with their youngsters in the park and visiting with friends on the weekend.

Richard does enjoy going out occasionally with his classmates. "When I'm at home, I'm a dad, but that doesn't stop me from going for a couple of beers with some other students after a class."

While single mothers generally find it easy to develop relationships with others in their situation, Richard found it difficult at first to meet other men with similar interests and responsibilities. Now, however, he has a few close friends with comparable lifestyles.

Angela's apartment complex has a community centre with programs for children and teenagers. Years ago a number of single mothers got together to organize an exercise class. "We were supposed to meet weekly but found that when we got together none of us had the energy or the inclination to exercise. Instead, we sat around and talked and drank coffee." The women finally admitted that what they had created was, in fact, a support group. And though the membership has changed throughout the years, the group is still in existence today.

The single parents said they all have strong, healthy relationships with their children. Mary said that her greatest joy is watching her daughter grow and change as she moves through childhood. Angela said that it is easy to forget, at times, that her son is a young child rather than an adult friend. Patti said her daughter, Lauren, provides company that has helped in adjusting to life away from home. Lauren is her family as well as one of the best roommates she could have because "she still loves me even when I'm in a bad mood."

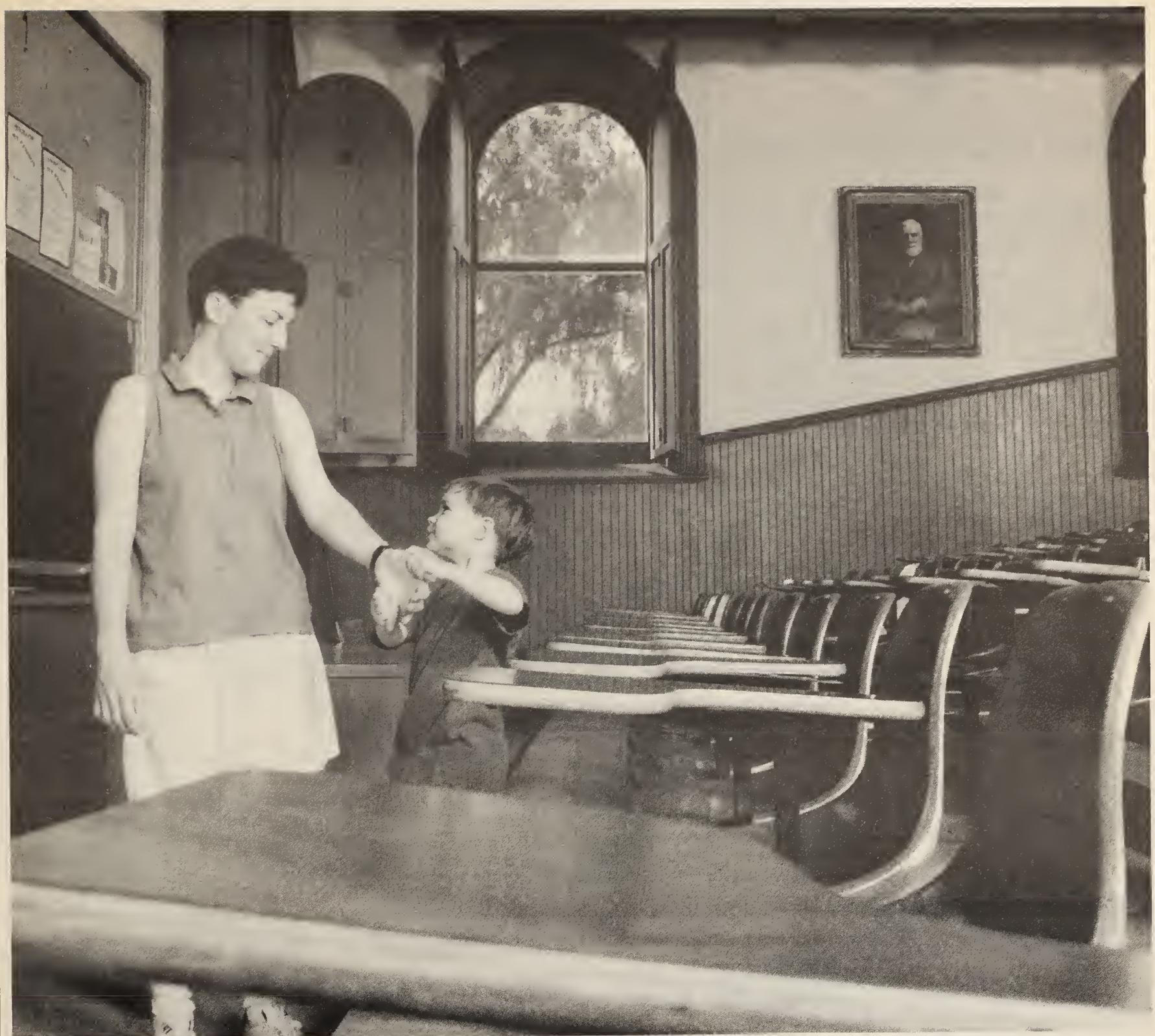
Single parenthood involves challenges and sacrifices that most who work or attend classes at U of T can only guess at. Yet, for all those who were interviewed, the opportunity to provide a better life for their families is more than worth the effort.

"THEY MAKE IT APPARENT THAT THEY DO NOT
TRUST MY JUDGEMENT OR MY ABILITY TO
PRIORITIZE MY ACTIVITIES. I FIND IT
DISTURBING THAT THEY THINK THEIR PAPER IS
MORE IMPORTANT THAN MY SICK CHILD."

ly difficult to find a reliable and trustworthy babysitter and has discovered advantages and disadvantages to a number of different arrangements. Although she receives a day care subsidy, she said that accepting the government's money means you have to play by its rules.

When her son was two years old, he attended a day care centre that picked children up by bus at their doorstep. At first Angela liked the convenience but soon realized that she had no contact with the people that cared for her son everyday. She felt anxious because she was never sure how he was being treated.

Others enrol their children in a cooperative day care where parents are expected to work "shifts" at the centre and are encouraged to participate in administrative duties and on



DAVID WOHLFAHRT

Patti balances school work with her life as a single parent to three-year-old daughter Lauren.

THE HIGHS AND LOWS OF SINGLE PARENTHOOD

PROFESSOR BENJAMIN SCHLESINGER OF THE FACULTY of Social Work teaches a course on one-parent families. In his book *The One-Parent Family in the 1980s* (U of T Press, 1985), he examines the rewards and difficulties involved in being a sole caregiver.

- The basic problems facing one-parent families include finances, housing, legal aid, employment, transportation and child care facilities.
- Many experience stigma, prejudice, loneliness, a limited social and sexual life and emotional problems.
- Feelings of guilt, blame, insecurity and isolation may add to the negative image some have.
- For many women, it is the first time they have had a regular income over which they have total control.

- The higher the family's social status including amount, source and stability of income, the easier the social and emotional adjustment of single family members.
- The higher the economic satisfaction, the higher the single parent's satisfaction with family roles and feelings of competency.
- A stable home routine makes it easier for children to adjust to living in a single-parent household.
- Children who have frequent contact with the non-custodial parent have more successful social relationships.
- Non-custodial parents are more likely to be involved with their children when they share financial support.
- Children in single-parent households are more likely to be a confidante to their parent than those children in other

types of families.

- Contact time between parents and their children in single-parent households is likely to be at the expense of the parent's personal care, housekeeping and recreational activities.
- The more available that low-cost or free high-quality day care is, the more likely it is that single mothers will stay in school, become economically independent and retain custody of their children.
- Single parents find there is help in the community including counselling which supports them in moving ahead.
- The extended family tends to offer support to the one-parent family in financial and emotional areas.
- The presence of an informal support system increases single parents' well-being.

LIVING IN TWO DIFFERENT WORLDS

AGI LUKACS, A MOTHER AND A SENIOR TUTOR IN the Transitional Year Programme (TYP), has written a paper that looks at the experiences 20 women faced trying to balance home and school responsibilities.

In her paper, *The Double Day of Student/Mothers in a Transitional Programme and After*, she says that "we who are presently at universities need to look at the 'everyday worlds' of non-traditional students who struggle so hard for higher education" and must help them find ways to make the University a place where they can feel at home.

TYP, a one-year, special access program, is the "only possible route" for many women who want to enter university but do not have the necessary academic credentials, she said. Sixty-three percent of students in the program are women and four to six percent of these are parents. Of the parents, 35 percent are single caregivers.

In her study, Lukacs notes:

- Non-traditional students take longer to finish university and fewer may complete it than traditional students.
- Most mothers explain that their reason for entering the pro-

gram is to provide a better life for their children.

- There appear to be links between women's attempts at educational upgrading and violence from their partners.
- Most live on less than \$10,000 a year and support at least one child.
- Several credit life experiences with giving them the strength to overcome difficulties encountered at the University. They spoke of having survived experiences with family alcoholism and drug addiction, serious medical problems, incest, child and wife abuse and poverty.



CALL FOR APPLICATIONS

SENIOR RESIDENT
ANNESLEY/MARGARET ADDISON HALLS

Victoria University, in the University of Toronto, seeks applicants for the position of Senior Resident in the women's residences, Annesley and Margaret Addison Halls.

Reporting to the Dean of Students, the Senior Resident assists the Dean in the management of the women's residences in a number of ways: acting as a resource person for the Dons, providing leadership and counselling for 315 residents, and maintaining appropriate disciplinary mechanisms to deal with behavioural issues.

This is a part-time, live-in position which will involve evening and weekend work and will appeal to a person who has completed a graduate degree, who has previous residence-living experience as a Don or Residence Advisor, and who is keenly interested in a mentoring role with undergraduate women.

Candidates with experience in counselling, women's development, and program planning/implementation in Student Affairs would be most welcome. This position may be of interest to persons currently in teaching, research associate, counselling or administrative roles where they already deal with students.

The Senior Resident will be provided with an apartment on Campus, some meals, membership in Victoria's Senior Common Room, and a modest programme budget. (Provision of room and meals is reported to Revenue Canada as a taxable benefit.) Appointment will be for an initial one-year term with the possibility of renewal.

Applications will be accepted by the Dean of Students, Victoria University, 73 Queen's Park Crescent, Toronto, Ontario, M5S 1K7, until May 31, 1991. Telephone inquiries welcome: (416) 585-4495.

Recommended dining



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cuisine & decor

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Phone 977-9519

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PURCHASING

PURCHASE ORDER RENEWALS:

With regards to the renewal of K, L, & R Purchase Orders, we have resolved the problem caused by GST and are now able to renew these Purchase Orders.

To renew, please submit *change memos* rather than new purchase requisitions.

FILING CABINET TENDER ANNOUNCEMENT:

Effective May 1, 1991 to April 30, 1992 our filing cabinet supplier is Cole Joyce Business Furniture.

ERGONOMIC CHAIRS:

The most important tool in the office environment is a good ergonomic chair.

If you are looking for one, contact the Purchasing Department. There are 6 to 8 various models of chairs for

testing.

Any enquiries regarding office chairs or filing cabinets, contact Mrs. I. Quashie, 978-6300.

ELECTRICAL/LAMP TENDER ANNOUNCEMENTS:

Kester Electric Supply has retained the electrical contract for the period May 1, 1991 to April 30, 1992.

Guillevin International representing General Electric Lamps has regained the Lamp Tender for the period May 1, 1991 to April 30, 1992.

Any enquiries, contact Kerry Jepson, 978-2352 or Dieter Schulz, 978-5044.

INTER-DEPARTMENT ENVELOPES:

A reminder from the Reduction, Reuse, and Purchasing Sub-Committee of the Campus Waste Reduction Advisory Group that the concept of reusing envelopes sever-

al times when sending campus mail will ONLY work if many (if not all) departments participate.

So please, think twice before reaching for an envelope. Use INTER-DEPARTMENT envelopes (and, if appropriate, other previously used envelopes) and REDUCE WASTE. It's the right thing to do!

TRAVEL PROGRAMME

UNIVERSITY TRAVEL CARD:

The University Travel Card is available to 100% full-time employed/appointed U of T staff members who obtain the necessary approval of Principal, Dean, Director or Chair (or higher), with NO ANNUAL CARD FEE to the individual.

The Card is an excellent way for you to consolidate and track your busi-

ness expenses (independently from credit on personal cards); greatly reduces the need for cash advances; and its use provides the statistics necessary for U of T negotiations for special rates (i.e., hotels, car rentals) based on volume of business.

You have a choice of the AMERICAN EXPRESS or ENROUTE card, whichever you prefer. You may even wish to carry both cards to charge various travel-related and entertainment business expenses.

Applications are available from your departmental business officer or the Travel Programme Co-ordinator, 978-5173.

REPLACEMENT CARDS — AMEX:

Replacements for American Express University Travel Cards expiring "06/91" are being mailed out directly to the card holders beginning the second week of May. This is done automatically and there is no need to reapply for a new card.

EQUIPMENT

The "Equipment Exchange" is a service co-ordinated by the Purchasing Department to facilitate the recycling of surplus equipment within the University.

PLEASE NOTE: Equipment moved from research to administration or sold outside the University is subject to tax and duty. Contact Customs, commodity taxation section, if unsure.

Description	Qty.	Model	Age	Fair Mkt. Value	Contact
Polycold Cryogenic Chiller Unit (used in Varian Diffusion Pump System)	1	Tasman Scientific P500/PCT	1984	Best Offer	G. Close 978-3112
Computer Table, 2' x 3'	65	Dynamic	1982	Best Offers	Jean Gray 978-5633
Terminal	96	IBM 3101	"	"	"
Terminal	2	AED 512	"	"	"
Terminal	3	KD 404	"	"	"
Monitor	3	Electrohome ECM1311	"	"	"
Memory Board, 8 Megabyte	2	Clearpoint	"	"	"
Disk Drive, 825 Megabyte capacity	2	Fujitsu M2372	"	"	"
Disk Drive, 1.0 Gigabyte capacity	2	Fujitsu M2382	"	"	"

A PASSIONATE COMMITMENT TO U OF T

Wolfe selected as new chancellor

BY CAROLYN MEREDITH

ROSE WOLFE, NOTED FOR her volunteer work with educational, medical, cultural and religious organizations, has been selected as the University's 29th chancellor.

Wolfe will begin her three-year term on July 1, replacing John Aird who is retiring after five years as chancellor. Aird has been named chancellor emeritus for a five-year term.

The College of Electors, which represents the alumni, announced the election of Wolfe May 10.

"This is a great honour and I am looking forward to representing the University in the best way I can," she said.

Wolfe served as a governmental appointee on Governing Council from 1975 to 1981, a member of the Advisory Committee to the President on Private Funding and a director of the Banting Research Foundation. "The University is a fascinating place to be," she said. "I enjoyed my work on Governing Council because it's always exciting to learn what the issues are and how the University actually works."

Wolfe is a University College alumna who received a BA in sociology in 1940 and a diploma in social work from U of T the following year. She worked as a case worker and



Rose Wolfe begins her three-year term as chancellor July 1.

supervisor with the Jewish Family & Child Service, the Protestant Children's Home and the Young Men's Hebrew Association.

Her involvement with charitable organizations is extensive, ranging from former chair of the women's division of the United

Jewish Appeal to past-president of the Toronto Jewish Congress and of the Jewish Family & Child Service of Metropolitan Toronto.

Currently she is vice-president of the Canadian Jewish Congress (Ontario region),

a director of Mount Sinai Hospital and a trustee of the Board of Lester Pearson College of the Pacific.

President Robert Prichard said Wolfe willingly contributes her time and energy "while never seeking credit or acclaim." She is "passionately committed to the University and is a graduate who has remained loyal throughout her life. She is enormously respected outside the University for her integrity, community involvement and commitment to social justice."

Principal Arthur Kruger of Woodsworth College, who worked with Wolfe on the advisory board of the *Canadian Jewish News*, said she is an "intelligent person, capable of listening and learning. She loves people and wants to give to others."

Aird said Wolfe is "enormously able and enthusiastic with a strong commitment to the University and an enormous investment in the community and social issues."

The chancellor is the titular head of the University and presides at all convocations. Other responsibilities include chairing the Committee on Honorary Degrees, membership on Governing Council and representing the University on a variety of occasions, particularly in relation to alumni.

JEWEL RANDOLPH

PROFILE

DIPLOMACY IN THE HART HOUSE HAIR SALON

BY KARINA DAHLIN

BEN CATAUDELLA HAS OWNED and operated the Hair Place in the basement of Hart House for 10 years. He cuts hair, hires staff and runs his business like any other stylist. He also knows how to tread the fine line that separates gossip from friendly chit-chat. With his keen interest in politics and steady stream of "sources" who feel free to tell all because they know nothing will be repeated, Cataudella may be one of the finest diplomats on campus.

Many University rumours centre on the administrative headquarters of Simcoe Hall, a building that provides Cataudella with a good number of customers. He remembers president-designate Robert Prichard coming into the shop last year, one week before he took office, asking for "Ben." Prichard told the barber it was part of his job to patronize the University's various facilities; now he is a regular customer.

Cataudella, 52, was born in Cremona, Italy, and immigrated to Canada in 1957. He opened his first shop in 1966 at the Clarke Institute of Psychiatry and ran it until 1981 when he was ready for a change. He had been encouraged to move to Hart House several times but declined because the salon was closed in the summer and seemed a depressing place in the dark basement. Although the shop has not changed locations, it's now open year-round and Cataudella keeps adding to his list of customers.



Trying to get Cataudella to discuss University politics on the record is almost impossible. "A tricky question," he keeps replying with a twinkle in his eye that tells me he knows more than I do. I ask him about certain personalities. Does he cut the hair of a high-profile member of the University community? Well, he hesitates, if he did, the person in question would have a different hair style.

How about the future well-being of the University? Does

he have any solutions? Although 50 percent of his customers are students and his daughter plans to enrol at U of T, he goes out on a limb and says tuition fees ought to go up. "U of T is a prestigious place and provides a good education. Since the government is not willing to give the University more money, the only way to keep the good name and reputation intact is to increase the fees."

In his own way he has tried to press his point at Queen's Park. One of his customers is an assistant to Premier Bob Rae. When Cataudella suggested this person ask the premier to give universities more money, the reply was, "Do you think he's going to listen to me?"

Every Friday the venerable Professor Emeritus Robert Finch descends the stairs for his weekly haircut. He is one of Cataudella's favourite customers and has written a number of poems about the barber, among them the following, which he

included in a Christmas card in 1984:

Ben's scissors are skates, not for turning on ice,
But for turning a client from sleazy to nice.
Ben's wit is like scissors that groom as they trim,
If you want your wits sharpened, just listen to him.
You mean Ben's a talker? Oh, not the least bit.
Ben is brief. To be brief is Ben's styling of wit.

HOMAFANIAN

FAIR CELEBRATES U OF T AUTHORS

BY CAROLYN MEREDITH

THE FIRST-EVER HUMANITIES BOOK FAIR was an opportunity to celebrate the "richness and diversity" of University publications, said Dean Marsha Chandler of the Faculty of Arts & Science.

Chandler, who helped to initiate the idea of holding the fair, said faculty members write many reports and journals throughout their careers but the publication of their books is a special event. "As the books continued to pass over my desk this past year, I felt an extra sense of the richness and diversity of the material. I wanted an opportunity to celebrate this type of work."

The Humanities Book Fair, which took place May 8 in the Debates Room at Hart House, showcased the works of nearly 100 faculty members.

Teaching staff in 13 of the 15 humanities departments had books published in the 1990-91 academic year. The majority came from the history, English and philosophy departments but books were also published in Near Eastern studies, fine art and classics, among others.

The fair featured the latest volume of the *Dictionary of Canadian Biography* — Volume XII — covering the years 1891-1900. Started in 1959 the DCB has been published in English and French and deals with the life stories of about 9,000 people who contributed to Canada's development. The longest entry to date, found in the latest volume, is that of Sir John A. Macdonald. Also included are pioneer and writer Catharine Parr Traill and tightrope walker Charles Blondin.

Professor Linda Hutcheon of the Department of English co-edited one book on multicultural fiction and wrote another on the forms of irony in literature and the visual arts. Her third book, written with art historian Mark Cheetham and entitled *Remembering Postmodernism: Trends in Recent*

Canadian Art, is a examination of postmodernism in Canadian visual arts. The authors explore issues such as gender implications and other political dimensions of Canadian art.

Professor Peter Brock of the Department of History wrote a three-volume collection in the past year dealing with the history of pacifism. *The Quaker Peace Testimony 1660 to 1914* traces the history of Quaker pacifism from the foundation of Quakerism to the outbreak of the First World War. *Freedom from War: Nonsectarian Pacifism 1814-1914* is a study of the pacifist impulse in the early Anglo-American peace movement and *Freedom from Violence: Sectarian Nonresistance from the Middle Ages to the Great War* deals with the history of pacifist Christian sects.

Professor Douglas Richardson of the Department of Fine Art collaborated in the writing of *A Not Unsightly Building: University College and its History*. Spanning eight decades, the book focuses on the architectural history of UC.

Professors Hartmut Fröschle and Lothar Zimmerman of the Department of German co-wrote *German Canadiana: A Bibliography* which is the first comprehensive bibliography on the history and contribution of Germans in Canada and Canadian-German relations.

Among the authors who had books published this year are, from left, Professors Elizabeth Thompson of the Department of English, David Rifat of fine art, Jane Phillips of religious studies, Antonette diPaola Healey and Joan Holland of the Dictionary of Old English project, Julie Adam and Frances Armstrong of English, Cheryl Misak of philosophy and Claudette Mainzer of fine art.



JEWEL RANDOLPH

(This advertisement was paid for by the University of Toronto Faculty Association)



A MESSAGE

On Tuesday, April 23, 1991, the Scarborough College Council, consisting of all faculty as well as administrative, student and staff representatives, passed the following motion by an overwhelming majority:

- i) It is the will of the Council that, in the matter of termination for fiscal reasons, senior tutors of more than eight years' seniority at the University of Toronto be treated in the same way as tenured faculty members;
- ii) Whereas it is currently the de facto practice at the University of Toronto that tenured faculty members not be terminated for fiscal reasons, the College Council expresses to the Principal of Scarborough College and to the Academic Board of Governing Council that College Council is opposed, under the principle in the first part of this motion, to the termination of senior tutors who have been employed at the University of Toronto as tutors for more than eight years.

The University of Toronto Faculty Association urges all members of the University community to endorse the message of these motions.

The termination of long-service Senior Tutors is a moral disgrace that brings shame to our University.

Please send copies of your letters to UTFA, or call us at 978-3351.

EVENTS

LECTURES

Four Operas of Verdi.
SUNDAY, MAY 26
Father Owen Lee, CSB, Department of Classics. Charbonnel Lounge, St. Michael's College, 81 St. Mary St. 2 to 4:30 p.m. Tickets \$10. Reservations and information: 926-7260. *St. Michael's College*

The Activation and Detoxification of Prototoxicants and Carcinogens by Human Liver Cytochrome P450 Enzymes.
WEDNESDAY, MAY 29
Prof. F.P. Guengerich, Vanderbilt University, Nashville. 4171 Medical Sciences Building. 4 p.m. *Pharmacology*

COLLOQUIUM

Carboyclic Nucleosides as Anti-Viral Agents.
FRIDAY, MAY 31
Prof. S.M. Roberts, University of Exeter. 158 Lash Miller Chemical Laboratories. 2:30 p.m. *Chemistry*

SEMINARS

The Ah Receptor and Human Responses to Dioxin.
WEDNESDAY, MAY 22
Prof. Allan Okey, Department of Pharmacology. 4227 Medical Sciences Building. 4 p.m. *Pharmacology*

Earthquake Resistant Design of Reinforced Concrete Buildings: Basic Concepts.
THURSDAY, MAY 23
Prof. Shun Otani, University of Tokyo. 248 Galbraith Building. 11:10 to 12 noon. *Civil Engineering*

High Frequency Intravascular Transducer Arrays.
TUESDAY, MAY 28
Prof. Matt O'Donnell, University of Michigan. SG16 Reichmann Research Building, Sunnybrook Health Science Centre. 11 a.m. *Medical Physics*

Modulation of PKC and Hormone Action *in vivo* and *in vitro* by Elevated Glucose Levels.
WEDNESDAY, MAY 29
Dr. George King, Joslin Diabetes Centre, Boston. 968 Samuel Lunenfeld Research Institute, Mount Sinai Hospital.

MEETINGS & CONFERENCES

Towards a Subversive Orthodoxy.
TUESDAY, MAY 21 TO THURSDAY, MAY 23
The conference will explore the subject of spirituality and social involvement and the implications for the future of Christian spiritual life in a pluralistic society. Guest speaker: Rev. Kenneth Leech, director of the Runnymede Trust, London, England. Father Leech will deliver three lectures: The Birth of a Monster: Racism and the Christian Identity, May 21, 8 p.m.; Comfort or Transformation? The Current Crisis in Spirituality, May 22, 8 p.m.; The Future: Towards a Subversive Orthodoxy, Thursday, May 23. All sessions in the George Ignatieff Theatre, 15 Devonshire Place. Registration fee: \$155, students and seniors \$105; lectures only, \$41. Information: 978-2651. *Trinity Divinity Associates and Trinity College*

Committee on Academic Policy & Programs.

WEDNESDAY, MAY 22
Council Chamber, Simcoe Hall. 4 p.m.

Business Board.

MONDAY, MAY 27
Council Chamber, Simcoe Hall. 5 p.m.

Life-Sustaining Treatments and "Living Wills."

TUESDAY, MAY 28
Sessions in Debates Room, Hart House. Overview of the Problem. 9:10 a.m. Panel discussion: A Case of Coma: What to Do When There's No "Living Will." 9:30 a.m.

Panel discussion: "Living Wills": Help or Hindrance? 10:45 a.m. The Centre for Bioethics Discussion Paper on Advance Directives. 11:30 a.m. Small group discussions: "Living Wills": Some Challenging Questions. 1 p.m. Report of small groups/plenary discussion/concluding remarks. 3 p.m. Information and registration: 978-2709. *Bioethics and Du Pont Corporation of Canada*

University Affairs Board.

TUESDAY, MAY 28
Council Chamber, Simcoe Hall. 4 p.m.

Academic Board.

THURSDAY, JUNE 6
Council Chamber, Simcoe Hall. 4:15 p.m.

FILMS

Innis Summer Film Series.

FRIDAY, MAY 24
Vera Chytilova's Daisies. Innis College Town Hall. 7 p.m.

FRIDAY, MAY 31
Brakhage's Dog Star Man. Innis College Town Hall. 7 p.m.

FRIDAY, JUNE 7
Das Neue Kino. Innis College Town Hall. 7 p.m.

MUSIC

ORPHEUS CHOIR OF TORONTO.

THURSDAY, MAY 30
The Glory of Mozart. Brainerd Blyden-Taylor, music director. St. Paul's Anglican Church, 227 Bloor St. E. 8 p.m. Tickets \$16, students and seniors \$13.



EXHIBITIONS

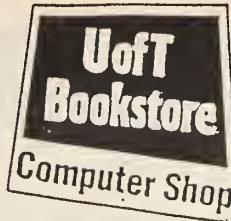
ROBARTS LIBRARY A Portrait of Tibet: The People and the Culture.

TO MAY 30
Photographs, books, artifacts, clothing, tankas and text; in celebration of the International Year of Tibet. Hours: Monday, Thursday and Friday, 9 a.m. to 5 p.m.; Tuesday and Wednesday, 9 a.m. to 9 p.m.

JUSTINA M. BARNICKE GALLERY, HART HOUSE

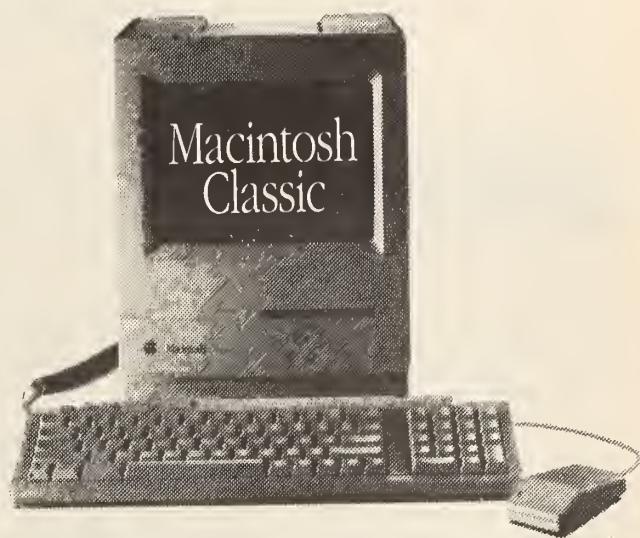
19.9.41: A Day in the Warsaw Ghetto.

TO JUNE 13
Photographs taken by a German soldier; co-sponsored by the Canadian Society for Yad Vashem and Smithsonian Institution Travelling Exhibition Service. Both Galleries. Gallery hours: Monday and Friday, 11 a.m. to 6 p.m.; Tuesday, Wednesday and Thursday, 11 a.m. to 8 p.m.; Saturday and Sunday, 2 to 5 p.m.



*University of Toronto Bookstore
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CLASSIFIED

A classified ad costs \$15 for up to 35 words and \$.50 for each additional word (maximum 70). Your name counts as one word as does your phone number, but the components of your address will each be counted as a word. No charge for postal code. A cheque or money order payable to University of Toronto must accompany your ad. Ads must be submitted in writing, 10 days before *The Bulletin* publication date, to Nancy Bush, Department of Public Affairs, 21 King's College Circle, 2nd Fl., Toronto, Ontario M5S 1A1.

Ads will not be accepted over the phone. To receive a tearsheet and/or receipt please include a stamped self-addressed envelope.

ACCOMMODATION RENTALS AVAILABLE - METRO & AREA -

Casa Loma Inn (Annex). 20-room inn on very quiet street. Attractive, clean, comfortable rooms. 4-piece baths, air conditioning, TV, radio, fridge, laundry, parking. U of T, subway, restaurants, banks minutes away. Competitive daily, weekly, monthly rates. 924-4540.

Large, furnished, beautiful room in private, quiet house available immediately in High Park area. With bay windows and fireplace. Kitchen and washrooms are shared. Room is suitable for non-smoking gentleman at \$435 monthly. Call 533-1440.

U of T, TGH, HSC 5-minute walk. Two-bedroom rebuilt Victorian apartment. Carpeted, great kitchen with dishwasher, fireplace, balcony, parking, coin laundry facilities. Corner Henry and Cecil Streets. Non-smokers please. Call 595-0026.

Beaches area. Beautiful all-brick detached. 3 + 1 bedrooms, 2 baths, oak kitchen & floor, 2 working fireplaces, skylight, 6 appliances, garden, garage with opener & parking. Near park, schools, shopping & TTC. Available July 1. \$1,475+. 391-4884.

Charming Cabbagetown Victorian. 3 storeys, 5 bedrooms, oak floors, original fireplace, major appliances, fully furnished, parking. Available July 1991 — September 1992. \$1,950 + utilities. Home: 963-5148; business: 596-2397, 595-5337. Ask for Fiona or André.

Coxwell/Danforth. Close to subway. Two-storey, 4-bedroom, detached brick house. Beautiful wood trim, hardwood floors, fireplace, four appliances, patio, garden, garage, central air. No pets. Non-smokers. \$1,400/month plus. July 1. Prof. Chan, 461-7069.

July/August sublet or 1-year sublet (July 1991 to September 1992). Furnished 2-bedroom apartment. 131 Bloor St. West. Balcony, south exposure, parking, dishwasher, microwave, air conditioning, large living-room, sofa bed. Price negotiable. 964-7475 (evenings/weekends), 920-9741 (days — leave message).

Graduate students. Spacious, comfortable, 4-bedroom Victorian plus study and sunroom. Private yard, storage, laundry. Walk to U of T, teaching hospitals, shops, TTC. No smokers. \$1,590/month plus utilities. (519) 439-7969, 633-6941.

Moore Park, summer rental. Mid-June, July & August (date flexible) 1991. 4-bedroom house, fully furnished, private garden, garage, 10-minute walk to Yonge/St. Clair. No pets. Utilities/cleaning included. \$1,500 per month. 488-6370.

Fully furnished and equipped charming four-bedroom Victorian family house, plus yard, three blocks from main campus. Available for rent between June 15, 1991 and August 15, 1992. \$1,700 per month excluding utilities. Phone 537-2501, 9-5 p.m.

Sabbatical rental. Furnished, detached, beautifully renovated house, close to U of T, subway. All modern appliances, basement, garage, TV, VCR, stereo, piano, etc. No smoking or pets. \$1,455+. 12-14 months from June 1991. 978-2954, messages 537-4889.

1-bedroom furnished condo. St. George/Bloor area — 2 minutes from campus & subway. Dishwasher, balcony, air conditioning, exercise room, sauna, indoor garage. Available immediately. \$1,400, negotiable. 962-9249 or (514) 426-2545.

Yonge/Lawrence. Fully furnished 4-bed-

room sabbatical house. Detached 2-storey, piano, fireplace, central AC, deck, yard, gas BBQ. Quiet street. Short walk to subway, schools, shops, parks. Available July 1 — December 31, 1991. \$1,300 monthly plus utilities. 486-8303.

3-bedroom house in cul-de-sac: suburban community. Vicinity of schools, banks, groceries, medical centres. Four appliances, A.C., fenced backyard, garage! 10 minutes to hwy./GO Train. \$1,200 - \$1,500, utilities negotiable. Available immediately! (416) 428-1678.

At Greenwood subway station, 20 minutes to U of T. House with 4 bedrooms, 2 bathrooms, kitchen, basement, backyard and laundry facilities. \$1,220/month + utilities. References. First & last. From July 1. Phone 651-2818 (9 a.m.-5 p.m.).

Summer rental: July & August. Ideal location: Yonge & Eglinton. 3- to 4-bedroom home. All appliances & microwave. Parking facilities. 1 month — \$1,500. 6 weeks — \$2,250. 2 months — \$3,000. Call 481-7137.

Jane subway. Quiet, luxury, furnished, fully equipped, one-bedroom in beautiful 6plex overlooking Humber River. Parking, 5 appliances, 30" colour TV/VCR, Bloor West shopping, cycling, tennis, X-country skiing. No smoking, no pets. September 25 — March 31. \$1,000 inclusive except phone. 762-6941.

St. Clair/Christie. Luxury 2-bedroom corner apartment, fully furnished, balcony, parking, splendid view of the city, available June 1. References required. \$1,100/month. Phone (613) 820-4087.

Bloor/Dovercourt. Elegant, spacious, 3-bedroom, 2-storey upper duplex on tree-lined street. Hardwood, bay window, huge bath, eat-in kitchen, large garden. \$1,295 inclusive. 782-6588, leave message.

Lower duplex, Annex. Walk to U of T. New white kitchen, luxurious bathroom with Jacuzzi, 1 bedroom + den, fireplace, separate dining-room, 5 appliances, garden, storage. \$1,265 + utilities. Available June 1. 538-2834 + 978-8110.

U of T, 2-bedroom, fully furnished, 2-storey, open-concept, high ceilings, hardwood floors, top-floor deck, washer, dryer, air-conditioned, wood-burning stove, parking. Utilities included, available July 1, one year or less, \$1,750/month. Martyn, 860-0855, 533-0908.

Opposite campus at Bay/St. Joseph. \$2,000 for July and August. One-bedroom furnished apartment, for one person only. Air, laundry, security, pool, exercise room, subway, parking extra if desired. 926-9311, answering machine, 5 rings.

Broadview/Danforth. Luxury, furnished, 2-bedroom home. Renovated upper duplex. Deck with view of skyline, parking, air-conditioned, stained glass, wood floors, exposed brick, laundry. Near parks, shopping, pool, rink. 15 minutes to campus by TTC. Ideal for single, couple with young children. Perfect for sabbatical. July 1. \$1,400 inclusive. 465-0591.

Avenue Road & Lawrence. Spacious, bright, furnished, 2-bedroom apartment near TTC. Pretty garden. Available July and August, \$850 per month. 487-0229.

Sabbatical rental, September — August 1992. Steps to University, hospitals. Furnished luxury condo, sleeps three, two baths, quiet, multiple appliances, pool, patio, barbecue, pool, sauna, squash, pay TV, billiards, 2 bicycles. \$1,400 negotiable, utilities included. 596-1178.

Yonge/Lawrence. Fully furnished 4-bed-

Bloor/Spadina. Furnished, comfortable house, 2 bedrooms plus loft, 2 bathrooms, 5 appliances, backyard and deck, with parking, air conditioning. 5-minute walk from University, on both subway lines. Available August 31, 1991. \$1,600 monthly. Call 969-8614 or fax 494-7873.

Sabbatical rental, 3-bedroom house, furnished, 6 appliances, recreation room, 3 more rooms in finished basement with walk-out to large, fenced, treed garden. 2 baths, 2 fireplaces, central air. Near schools, public transit. Suburban community. \$1,290+. Available August (negotiable). 338-8670, 978-6911.

Sabbatical rental. Fully furnished, detached, 4-bedroom home. Eastern Mississauga, close to QEW, GO train, transit. Basement, garage, appliances, TV, stereo, VCR, piano. August 1, 1991 until July 31, 1992. Non-smokers. \$1,300/month plus. 273-5053.

Downtown. House for sabbatical or longer. Renovated 2-bedroom, 2-bath + loft. Fireplace, atrium off kitchen, deck, parking. All appliances, central vacuum, alarm. Campus 20 minutes via TTC. Beautifully furnished. \$1,400+. Marta, B: 925-9819, H: 463-2709.

Short-term, 6-7 months. Furnished house: 2 bedrooms, 2 bathrooms, recreation room, designer kitchen. Quiet cul-de-sac, ravine, TTC, close downtown. No pets, non-smokers preferred. October — April (exact dates negotiable). 755-0540.

Near Bathurst/Bloor subway. Well-furnished 2-bedroom house with small city garden. \$1,200 per month. June 15 — October 1. Mary or Edgar Bull. 532-5170.

Available June 1 — Greenwood subway. Entire renovated, unfurnished, 2-bedroom house, including basement, backyard, 5 appliances. Shopping, school, park; dead-end street. \$1,100/month + utilities. 978-4162 (Prof. Sethi) or 465-0669/766-9352.

Beaches cul-de-sac 4 doors from lake. 3-bedroom house, large living-room. Lake view from veranda, pretty backyard. Close to excellent schools, child care available on street. Available June 1. \$1,500 plus utilities. Could be furnished and equipped at additional cost. 691-5327; fax 693-5709.

Two-bedroom apartment on top 2 floors of modern house. Own entrance. Available June 1. Parking, dishwasher, washer, dryer. Walk to Broadview subway. 3rd-floor deck off master bedroom. \$950/month. 463-2390.

High Park area. Elegant, furnished and equipped studio apartment. New Jacuzzi bathroom, main floor of attractive older home. Short walk to subway. Access to backyard. Suit one professional. Private entrance. References. \$770 plus utilities. 604-7012.

St. Clair/Christie. 3 bedrooms, on 2 levels, renovated, spacious, large sun-room, kitchen, 1½ baths, 5 appliances, parking. \$1,300+. 654-8373.

Sabbatical rental. Furnished 3-bedroom house. 6 appliances, parking, fenced yard, Near park, schools, TTC and U of T. Available July 1, 1991 to August 1992. Non-smokers only. \$1,200/month. Call 588-4702.

Harbourfront sublet. September 1991 — May 1992. Large 2-bedroom in housing cooperative. Furnished. Lake view. \$1,145/month plus hydro. 593-8632 or J. Wright, 849-2806.

Furnished townhouse, Summerhill Gardens. Ravine view, yard, deck, open living-room/kitchen, one bedroom, sunny

study, carpet, basement. Fully equipped, laundry, street parking, subway. July or August, one- or two-year lease. \$1,200 plus. N. Howell, 972-0616, 978-8262.

College/Clinton. Exquisite enclave of new luxury townhouses. 4 bedrooms, fireplace, 3 washrooms, garage, 5 appliances, central vacuum. \$2,000. June 1. Dawn Satov, Family Trust Corp. Realtor. 534-6381.

House for rent, July and/or August 1991. Three minutes to Yonge and Lawrence subway. Four bedrooms, sun-room, study in cool basement, garden on quiet street. Parks, shopping close by. Dates/rent negotiable. Phone Ketchum, 487-2795.

Sabbatical house for rent August/September 1991 for 10 months. 3-bedroom detached in Maple. Furnished. Non-smoking family. References. TTC to York. GO to downtown. \$1,200 per month plus utilities. Contact Norcliffe, 832-1324.

Beautiful blend of traditional and contemporary. Exciting light-filled studio/entertaining area, wonderful views to garden and trees, separate living-room and dining-room, fireplace. Unique 2-storey, 2-bedroom, detached home close to Beaches, bluffs, TTC. Central air, vacuum. 2-car parking. Non-smokers. \$1,700. 694-1407.

2-bedroom condo. Victoria Park subway. Newly redecorated, parking available, pets allowed. Laundry in basement. Near park. \$950. Phone 977-5483.

Avenue Road/Ramsden Park. Luxurious, renovated townhouse in gorgeous setting on park. Steps from shopping, U of T, hospitals, Rosedale subway. 2 bedrooms, den, 2 baths, sauna. \$1,500/month + utilities. No pets, non-smokers. Phone 925-6185.

Apartment to sublet: July 1 to December 31, 1991. Furnished, two storeys, three bedrooms, deck, top half of house near downtown campus. \$840/month complete. Prefer professor, staff or mature graduate student. Phone: 928-0503.

Sabbatical rental. Charming, furnished, 3-to 4-bedroom house, central North York. Roughly August through December 1991. Completely equipped. 2½ bathrooms including en suite. Short walk to subway, library, high school, etc. Non-smokers. \$1,500 plus utilities. 225-3934, early evenings.

Short-term rental close to University. Bright and sunny apartment with a view, available June to January. Davenport and Bathurst area. 15-minute walk from the University. \$690 + hydro per month. Please call 652-5132.

Furnished Leaside home, 3 bedrooms, study, finished basement, deck, garden, garage, dishwasher, good schools, close to TTC and shopping, 20 minutes to U of T. Available mid-August 1991 to June 1992. Dates negotiable. \$1,800/month. 489-7009, 736-5015.

Coxwell/O'Connor. 4-bedroom house, eat-in kitchen, living-room, dining-room, 1½ bathrooms, washer & dryer, 4-car private drive. 10 minutes to Coxwell subway or downtown. Quiet neighbourhood. \$1,395+. July 1. 757-5512.

Sublet July/August. 1- to 2-bedroom apartment, 5-minute walk to campus. Price negotiable. Call 585-2578.

Beaches lakefront landmark house on cul-de-sac. All rooms have lake view. 3 bedrooms, 2 bathrooms, spacious separate living-room and dining-room, wraparound veranda, fireplace, washer and dryer. Close to excellent schools, child care available on street. Available July 1. \$2,200 plus utili-

ties. Could be furnished and equipped at additional cost. 691-5327; fax 693-5709.

Furnished apartment. Avenue Road at Upper Canada College. Nicely furnished, fully equipped. Large 1-bedroom in quiet building. Walk to subway or bus to Bloor. \$1,200/month including utilities. 481-4004.

Admiral Road, three blocks from campus. Spacious and beautiful one-bedroom (plus study alcove) flat on third floor of historic home. Partly furnished or unfurnished. Air, parking, laundry. Available July 1. \$1,200. Telephone 922-9301.

Short-term apartment. Madison Avenue. Tastefully furnished apartment. TV, telephone, linens, clean, quiet, smoke- and pet-free. Walk to U of T. \$250 per week. 967-6474.

Admiral Road. Spacious studio apartment, renovated, partially or fully furnished, 2 blocks from campus, tree-lined street, quiet, private entrance, 5 appliances. Parking available. \$815/month. July 1. Days, 822-4015.

Near U of T, TGH, HSC. Owner-furnished 2-storey condo. 1 bedroom + den, 2½ baths, 6 appliances, AC, parking, concierge. Available July 1 — 2 months or longer. No pets. \$2,300 monthly, negotiable. 927-9323, leave message.

Cheery basement apartment. Full-size refrigerator and stove; private bathroom. Lots of closet space. Separate entrance. Steps to Ossington subway and Bloor Street. Utilities and laundry facilities included in \$500. (Sorry, no smoking or pets!) Call or leave message at 531-4234.

Bloor subway at Islington — nicely furnished 3-bedroom, 2-bathroom apartment, fully equipped. Available immediately for flexible term. \$1,175 per month including utilities. Telephone 233-7958 or 231-2917.

ACCOMMODATION RENTALS REQUIRED

Southam Fellow wishes to sublet a 2-bedroom apartment beginning August 1 or August 15 near the University of Toronto or Jarvis Collegiate. Call or write: Sandra Bartlett, 7 — 817 Grey Street, Regina, Saskatchewan, S4T 5G8. (306) 347-9637 (W); 545-6750 (H).

Require furnished house. Professional couple. August only. Bloor West Village. References. Call Joanne, 766-9331.

ACCOMMODATION SHARED

Keele & Eglinton. Non-smoking female to share 3-bedroom condo. Available immediately. All inclusive, \$330. Call after 6:00 p.m. 242-5970.

ACCOMMODATION OVERSEAS

Lisbon, Portugal. Fully furnished, large, 2-bedroom home in picturesque fishing village, 40 km. outside Lisbon. Close to beach, shopping, etc. Sleeps 5. Long-term rental — \$850 monthly, inclusive. Available September 1991. Phone 393-1660 days or 658-4052 evenings.

ACCOMMODATION EXCHANGES

Professional couple seek house swap in Toronto for one year from August 1, 1991. We have a three-bedroom furnished house near the University of Alberta. House is on

transit line and close to public schools. Pat Campbell, 10935 - 68 Avenue, Edmonton, Alberta T6H 2B9. (403) 425-0266 (days), (403) 437-1790 (evenings).

Summer — August. Professional couple seek house in Toronto (Bloor West Village). Swap — August 1991 for house in Trondheim, Norway. References. Call Joanne, 766-9331.

HOUSES & PROPERTIES / FOR SALE OR WANTED

For sale, \$119,000. Reduced. Unbelievable in Toronto. Jane/Lambton bungalow semi. Gas heat, deep lot, front yard, parking, walk-out to deck, full basement. Vacant, ready to move in. Handyman can add several rooms. 855-0768.

Cottage for sale. Sauble Beach, 1-year-old

chalet, 3 bedrooms, furnished in knotty pine. Private lot, walk to beach, leased land. Asking \$64,900. Call Larry, 978-6531 or (519) 763-0921 evenings.

ACCOMMODATION BED & BREAKFAST

Award-winning English Corner House, walk to U of T. Clean, quiet, smoke- and pet-free. Full breakfasts. Parking. \$60 single, \$75 double. 967-6474.

VACATION / LEISURE

BACKPACK CANADA, UNITED STATES, PERU, BOLIVIA & NEPAL. Adventuresome backpacking treks through the Ocala National Forest in Florida, in the magnificent Canadian Rockies, the Grand Canyon in Arizona, the Appalachians during the autumn colour season, hut hopping in the White Mountains of New Hampshire, Alaska

and the Yukon — trekking the Chilkoot Trail, the Andes Mountains of Peru including Machu Picchu, Bolivia — Llama Trekking and Nepal — the Annapurna Sanctuary. We have some trips where we hike out daily from base camps. No experience is necessary. Request brochure. WILLARDS ADVENTURE CLUB, Box 10, Barrie, Ontario, Canada L4M 4S9. (705) 737-1881.

Christian Island cottage for rent. Situated atop dunes, overlooking wide, sandy (Georgian) bay. Available July 27 to August 24. Telephone: 961-7997 evenings.

MISCELLANEOUS

Victoria B.C. Real Estate. Experienced, knowledgeable realtor with university faculty references. Will answer all queries and send information about retirement or investment properties in Victoria. No cost or

obligation. Call (604) 595-3200 or write Lois Dutton, RE/MAX Ports West, 3200 Shelbourne Street, Victoria, B.C. V8P 5G8.

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PERSONAL COUNSELLING in a caring, confidential environment. U of T staff extended health care benefits cover the full cost. Close to campus. Dr. Ellen Greenberg, Registered Psychologist. The Medical Arts Building, 170 St. George Street, 961-3683.

ACCENT NEED ADJUSTMENT? Communication enhancement classes forming with "accent" on formation and production of the English sound system, pronunciation and intonation patterns. Now in its 6th year.

Over 1,000 satisfied graduates attest to its value. Groups of 6-8 participants. Gandy Associates 767-6691.

Individual, group & marital psychotherapy. U of T staff extended healthcare benefits cover the full cost. St. Clair, between Yonge & Avenue Road. Dr. Herb Pollack, Registered Psychologist. 515-1708.

Summer Job Opportunity. Facilitating recreational experiences/activities for handicapped children within community summer programs. Excellent experience for those planning careers which involve work with children. Contact — Mr. Doug McMahon, MTACL, 968-0650, ext. 356.

SHRINK-WRAP PICTURE FRAMING. Affordable and attractive. Call Mount 'n Seal for location nearest to you. 423-9975.

Piano Wanted! Massey College is urgently in need of a six-foot grand piano. For information please call the Bursar, 978-8447.



University of Toronto Employment Equity Policy

On March 28, 1991, the Governing Council approved the revised *Employment Equity Policy* (see box opposite).

Employment equity can be defined as a comprehensive process adopted to ensure equitable representation of designated groups throughout the workplace and to remedy and prevent the effects of overt and systemic discrimination. The revised policy is intended to establish a framework for a results-oriented employment equity process. Moreover, the revised policy expands the focus of employment equity to four designated groups: women (the principal focus of the previous policy), visible minorities, aboriginal peoples, and persons with disabilities.

The revised policy sets out the key components of employment equity, including the establishing of goals and timeables for the hiring and promotion of designated group members, and the adopting of special measures to ensure that goals are achieved. The goals will reflect realistic hiring opportunities based, among other factors, on the University's budget and the availability pools.

The policy assigns responsibility for setting overall University goals for faculty and librarians, and for administrative staff, to the Vice-President and Provost and the Vice-President - Human Resources, respectively. We propose to set up two working groups, one for academic and one for administrative staff. The working groups will propose goals based on statistics for projected retirements and turnover over the next five years, and the number of designated group hires that could reasonably be expected based on the representation of the under-represented group in the relevant availability pools. Where the expected number of designated group hires is less than the number needed to correct the under-representation, the working groups will identify possible strategies for tapping/increasing the appropriate availability pools. The working groups will also propose mechanisms for monitoring progress in reaching the goals.

Joan E. Foley
Vice-President and Provost

Alexander C. Pathy
Vice-President - Human Resources

The University of Toronto is committed to employment equity and to achieving and maintaining a workforce representative of those pools of qualified individuals available for recruitment by the University.

The University upholds the Ontario Human Rights Code and will not under any circumstances permit employment practices and procedures in contravention of it. While remaining alert and sensitive to the issue of fair and equitable treatment for all, the University has a special concern with the participation and advancement of members of four designated groups that have traditionally been disadvantaged in employment: women, visible minorities, aboriginal peoples and persons with disabilities.

To act on its commitment to employment equity, the University will, on an ongoing basis:

- Endeavour to ensure that University policies and practices do not have an adverse impact on the participation and advancement of designated group members.
- Set goals consistent with this Policy, and timetables and plans for achieving them.
- Implement programs to facilitate the participation and advancement of designated groups.
- Make reasonable accommodation for differences related to designated group membership.

Subject to University policies on academic freedom, all staff are responsible for the encouragement of behaviour, language and attitudes which will create a favourable University environment, free of discriminatory actions and stereotyping. The Vice-President and Provost and the Vice-President - Human Resources are responsible for setting overall University goals for faculty and librarians, and administrative staff, respectively, consistent with the policies and collective agreements which govern the various staff groups.

The University will maintain open communication on this Policy and on the results of employment equity initiatives, by reporting annually to the University community. For additional information on employment equity at the University of Toronto, contact the Office of the Employment Equity Co-ordinator.



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UNIVERSITY OF TORONTO CENTRE FOR BIOETHICS

Life-Sustaining Treatments and "Living Wills"

Tuesday, 28 May 1991
Debates Room
Hart House

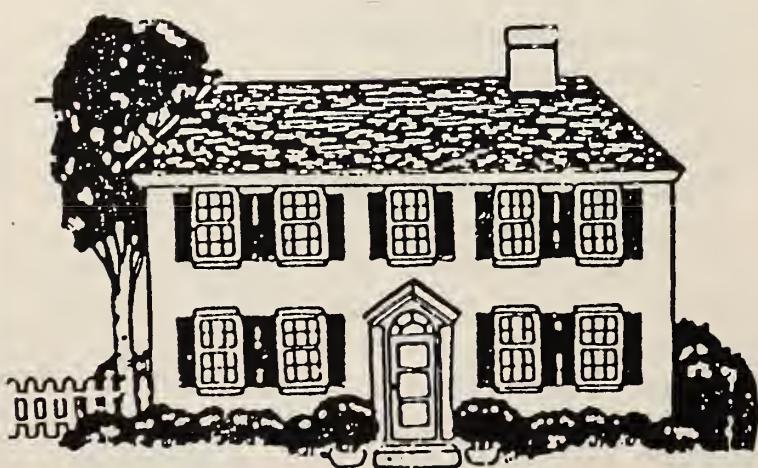
8:30 a.m.	Registration
9:00 a.m.	Welcome - <i>Frederick H. Lowy, M.D., Centre for Bioethics</i> Greetings from University of Toronto - <i>Joan Foley, Ph.D., Vice-President and Provost</i>
9:10 a.m.	Overview of the problem - <i>Jocelyn Downie, M. Litt., Law Student</i>
9:30 a.m.	Panel Discussion - A case of coma: what to do when there's no "living will" Moderator: <i>Eric Meslin, Ph.D., Centre for Bioethics</i> Participants: <i>Barry Brown, Ph.D., Department of Philosophy</i> <i>Bernard Dickens, Ph.D., LLD, Faculty of Law</i> <i>Margaret Keatings, R.N., The Toronto Hospital</i> <i>Rob Silver, M.D., The Toronto Hospital</i> <i>George Webster, D. Min., Fontbonne Health System</i>
10:15 a.m.	Nutrition Break
10:45 a.m.	Panel Discussion - "Living wills": help or hindrance? (moderator and participants as above)
11:30 a.m.	The Centre for Bioethics Discussion Paper on Advance Directives - <i>Peter A. Singer, M.D., Centre for Bioethics</i>
12:00 a.m.	Lunch (available at Hart House or nearby restaurants)
1:00 p.m.	Small Group Discussion: "Living wills": some challenging questions
2:30 p.m.	Nutrition Break
3:00 p.m.	Report of Small Groups/Plenary Discussion/Concluding Remarks, <i>Frederick H. Lowy, M.D., Centre for Bioethics</i>
4:15 p.m.	Adjournment

Sponsored by the Du Pont Corporation of Canada - no registration fee

Attendance is limited

For more information, please call 978-2709

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RESEARCH NOTICES

For further information and application forms for the following agencies, please contact ORA at 978-2163.

HEALTH & WELFARE CANADA
Investigators and supervisors of students with NHRDP grants and awards are reminded that failure to submit progress reports or final research reports may result in an interruption of funding or forfeit of the final payment to the University. Investigators may also be declared ineligible for further funding from the agency.

NATIONAL CANCER INSTITUTE OF CANADA
Effective July 1 new stipend rates paid from research grants will be: full-time students — \$16,000 in the first year, rising by \$500 per annum to a maximum of \$17,000 for the third year of support; fellows — \$27,000 per annum increasing in increments of \$2,600 to a maximum of \$40,000.

The value of independent personnel awards will be: studentships — \$17,000, \$17,500 and \$18,000 per annum depending on number of full years of support; fellows — \$28,000 per annum increasing in increments of \$2,600 to a maximum of \$43,600.

PEDIATRIC AIDS FOUNDATION/AMFAR
The foundation has announced funding for new and/or unfunded high-quality one-year paediatric research grants, two-year scholar awards and new short-term travel grants. Letters of intent for research grants are invited for the following targeted areas:
 opportunistic infections in paediatric AIDS;
 HIV and the developing immune system;
 pathogenesis of central nervous system infection;
 comparative virology.
 Scholar award and travel grant letters of intent may be submitted for

any of the 23 targeted research areas currently supported by PAF. A limited number of full applications will be solicited at a later date. Deadline is May 30.

PHYSICIANS' SERVICES INC. FOUNDATION
The foundation has made a number of policy changes to their granting programs. Clinical research having a direct relevance to patient care will continue to be the main focus, however, support will now be limited to new investigators. This is defined as someone who is within two to five years from taking up a first academic appointment. Project duration is now two years maximum with possible renewal for one further year. Three new categories have been added: medical education research, health systems research and community-based research.

These changes will be in effect from the Sept. 9 deadline. Deadlines for 1991-92 are June 10, September 9, December 16 and March 23.

SOCIAL SCIENCES & HUMANITIES RESEARCH COUNCIL
SSHRC has implemented a number of changes in research grants and strategic grants in order to give investigators greater freedom in the use of research funds. Awards are no longer broken down into separate accounts (with the exception of research time stipends); up to 10 percent of an award can be used for dissemination of research results including conference travel; funds can be requested for equipment such as computers; graduate students can be paid from these grants and this work can be included in the student's dissertation; the council will make one award per principal investigator per three-year cycle (although funding can be requested for shorter periods).

The guide for applicants is available but supplies of application forms are not expected until in August. Deadline is October 15.

UPCOMING DEADLINES
 Canada Council — Killam research fellowships: *June 30.*
 Health & Welfare Canada/NHRDP — annual project competition for major research proposals: *June 1.*

Health & Welfare/National Welfare Grants — special competition: community economic development, social service issues affecting recent immigrants and refugees, trends and issues affecting social policy and services delivery: (full applications, previously notified applicants only): *May 31.*

International Union Against Cancer — Yamagawa-Yoshida memorial international cancer study grants (sabbatical): *June 30.*

Medical Research Council — clinical trials; university/industry program operating, clinical trials, research chairs, visiting program and workshops: *June 1.*

Ministry of Colleges & Universities — URIF: for the ministry May 31, internal ORA deadline, *May 24.*

National Institutes of Health (US) — unsolicited research grants (new): *June 1.*

Pediatric AIDS Foundation/AmFAR — research and travel grants, scholar awards (letter of intent): *May 30.*

Physicians' Services Inc. Foundation — research grants: *June 10.*

Smokeless Tobacco Research Council — research grants: *June 30.*

Social Sciences & Humanities Research Council — aid and attendance grants to scholarly associations; aid to international congresses in Canada; aid to learned journals; aid to occasional scholarly conferences in Canada; travel grants for international representation: *July 1.*

PH.D. ORALS

Graduate faculty please call the Ph.D oral examination office at 978-5258 for information regarding time and location for these listings.

THURSDAY, MAY 23
 Villia Maria Jefremovas, Department of Anthropology, "Petty Commodity Production and Capitalist Enterprise: Brick and Roof Tile Making in Rwanda." Prof. G.A. Smith.

FRIDAY, MAY 24
 Paul Alan Pearson, Centre for Medieval Studies, "Instrumental Creation and Justification in St. Thomas' *Scriptum Super Libros Sententiarum.*" Prof. L. Gerson.

MONDAY, MAY 27
 Frank Robert Kschischang, Department of Electrical Engineering, "Shaping and Coding Gain Criteria in Signal Constellation Design." Prof. S. Pasupathy.

Hamilton Sipho Simelane, Department of History, "War, Economy and Society in Colonial Swaziland, 1939-1945." Prof. M.A. Klein.

THURSDAY, MAY 30
 John Nicholas Hryn, Department of Metallurgy &

Materials Science, "Electrochemical and Thermodynamic Behaviour of Tantalum in Alkali Halide Molten Salts." Prof. S.N. Flengas.

FRIDAY, MAY 31
 Irene Rukavina, Department of Education, "The Effect of Knowledge-Building Approach on Advanced Learning in Science." Prof. C. Bereiter.

THURSDAY, JUNE 6
 Gerhard Hauck, Graduate Centre for Study of Drama, "Reductionism in Drama and the Theatre: The Case of Samuel Beckett." Prof. D. Blostein.

Beverley Ruth Terrell-Deutsch, Department of Education, "Loneliness in Popular, Average Status and Unpopular Children." Prof. S. Miezitis.

FRIDAY, JUNE 7
 Judith Mae Abwunza, Department of Anthropology, "Logoli Women of Western

Kenya Speak: Means and Needs in Development." Prof. M.D. Levin.

Susheng Wang, Department of Economics, "The Recoverability of Risk Aversion and Intertemporal Substitution." Prof. L.G. Epstein.

MONDAY, JUNE 10
 Katharine Anne Carpenter, Department of Chemistry, "Improvements to $^{13}\text{C}-^1\text{H}$ Shift Correlation Pulse Sequences." Prof. W.F. Reynolds.

Josefa Hannah Kropp, Department of English, "The Grammar of the Present Tense in Middle English Narrative." Prof. H.A. Gleason (rescheduled).

Andreas Stein, Department of Chemistry, "Synthesis, Characterization and Opto-Electronic Properties of Sodalite-Encapsulated Insulators, Semiconductor Components and Metals." Prof. G. Ozin.

YOUR DRINKING WATER: HOW SAFE IS IT?

Bombarded with conflicting stories about the quality of your drinking water, the efficiency of home treatment devices, and the safety of bottled water, have you felt in need of more information to assess the situation?

To fill the information gap, the Institute for Environmental Studies, University of Toronto invites you to the following free events:

Public Lecture, Tuesday, June 4, 7 p.m.
 Public Seminar, Wednesday, June 5, 9 a.m. - 5 p.m.
 ROM Theatre, Royal Ontario Museum

where you will have the opportunity to hear and question the scientists and engineers responsible for establishing and maintaining stringent standards to protect your health.

For more information, call 978-6202/7078

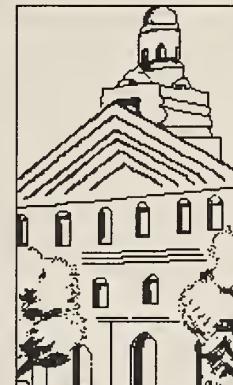


Reception For Retiring Faculty And Staff

President J. Robert S. Prichard will host a Reception for members of the faculty and staff who are retiring at the end of this academic session. It will be held in the Hart House Quadrangle on Monday May 27, 1991 from 4:00 pm - 5:30 pm. In the event of inclement weather, the Reception will be moved to the East Common Room.

Friends and family of the honoured guests, and all members of the University community, are cordially invited to attend.

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THE SHIFT TO HEALTH PROMOTION

Improving health is more than a medical remedy
BY KARIN DOMNICK PIERRE AND IRVING ROOTMAN

ASK A GROUP WHAT THE WORD "health" means and you will receive a range of answers that might include "It's not being sick," "It's feeling good" or "It's a sound mind and body." But if you pry a little deeper, you may challenge some preconceived notions. Is health an absolute concept or are there degrees of health? Is it subjectively defined or is there some set of objective measures? Can a blind person or a paraplegic be healthy? What is ill health and how is it measured? Are health and illness distinct states or are they opposite ends of a continuum? A more sophisticated definition of health begins to emerge. The group might suggest that it is a positive multidimensional and dynamic concept that has differing sociocultural definitions, is more than the absence of disease or infirmity and relates to our capacity to function.

This is not the way most of us routinely think of health. In fact we generally don't think of it at all except in its absence. When we discuss our health, we most often speak of illness. Probably only sex and political scandals excite more interest than our bodily ailments.

What are the variables that determine whether an individual or population is healthy or not? People tend to list such factors as eating well, exercising, drinking moderately and not smoking. They ascribe illness to a lack of personal care, bad luck or accidents. The availability and access to medical services is seen as essential.

Many rely on medical interventions to improve poor health. Over the last 50 years, following some of the miraculous discoveries such as antibiotics and insulin, health status has virtually been equated with curative medicine. However, research shows that other variables have and will continue to have a far greater impact on the health status of populations.

SINCE THE ESTABLISHMENT OF THE WORLD HEALTH Organization in 1948, health professionals and policy makers have grappled with the difficulties of defining health and its determinants. It became evident that the availability of high-quality medical care in itself was not sufficient to achieve and maintain global health. In 1974 a landmark document entitled *A New Perspective in the Health of Canadians* was released. While acknowledging the importance of health care, the report identified three other factors that have an impact on health — biology, lifestyle and the environment.

The current concept of health as identified in the Ottawa Charter for Health Promotion is much broader. "The fundamental conditions and resources for health are peace, shelter, education, food, income, a stable ecosystem, sustainable resources, social justice and equity." These prerequisites and the means for ensuring their existence go far beyond what has traditionally been considered health.

Quietly, subtly, a shift has been occurring. Achieving health for all is now everyone's business. Health promotion, defined as "the process of enabling individuals and communities to increase control over the determinants of health and thereby improve their health," is the banner under which this can be accomplished. This new ideology is still only espoused by a few. However, more and more evidence is showing the validity of this approach.

In his 1976 historical study of the British population, Thomas McKeown concluded that most of the health improvements in the 19th century predated the major advances in therapeutic medicine. They were due, instead, to such factors as decreased family size, water purification and improvements in food production and distribution.

More recent evidence suggests that medical interventions are responsible for only a small proportion in the na-

tional decline in the death rate due to heart disease that has occurred in the last 25 years. Changes in smoking and eating habits and in the social environment have been shown to have a major impact. Cancer and car accidents, the two other major causes of death in Canada, are particularly resistant to medical interventions. By eliminating smoking and enhancing safety features of road and car design, the nation's health status would be greatly improved.

In the third world there are high rates of infant and child mortality and a small number of health professionals and medical resources available. Annually millions of children die of diarrhea, a condition easily remedied by oral rehydration therapy. However, these children need more than immediate treatment. Their health remains at risk until the root cause — fecally contaminated water — is addressed. The greatest improvement in health would be achieved by a clean reliable water supply, not by more physicians.

Canada's first nations provide another example. By any measure they have the poorest health status of any group in Canada; they also have the poorest access to medical services. However, their health status would be influenced most dramatically by the provision of appropriate education and meaningful employment, not by sending more health professionals to remote areas.



ACHIEVING HEALTH FOR ALL IS NOW EVERYONE'S BUSINESS

KARIN DOMNICK PIERRE IRVING ROOTMAN

ENCOURAGING EVIDENCE THAT THE NEW PARADIGM IS GAINING supporters is found in the recent publication from the Premier's Council on Health Strategy — *Nurturing Health*. It acknowledges the "fundamental importance of social and physical environments to individual health" and attempts to develop a plan of action. Like the 1974 report, this document acknowledges the advances made in curative medicine yet points to the lack of significant improvement in dealing with the major causes of morbidity and mortality in Ontario. It suggests that there should be a greater emphasis on im-

proving social and environmental determinants.

A more pervasive shift to a health promotion orientation will not be easily achieved. Many obstacles lie in the way, including human nature. We tend to think in terms of simple, predictable models and our education reinforces this by teaching us to isolate issues.

As our understanding of the determinants of health increases, we need to work with more complex, organic models to anticipate the outcome of our interventions. The current paradigm might be described as a multifaceted geometric object or even a three-dimensional chess game. Although it allows us to develop quantitative models, it limits our ability to deal with the underlying causes of poor health.

The health promotion paradigm, on the other hand, is more difficult and complex to work with but it recognizes synergistic relationships. It might be appropriately compared to a heap of intertwining and wriggling earthworms — an ever-changing configuration with all the elements continually influencing each other.

These ideas will considerably challenge our educational system at all levels. Governments, too, need to overcome internal turf wars so that ministries such as transport, housing, communication, education and health can act together to create the policies that address the real determinants of health in a coordinated fashion. On the other hand, we need to avoid the risk of "healthism," a zealous attempt to make all issues health issues. Recently, a colleague, unquestionably committed to the concept of health promotion, confided that discussions of health were a "real turn off. I'm always being preached at." Clearly exasperated she blurted: "Now, it's give up coffee and doughnuts and replace them with condoms."

The challenges posed by the new model are being met in a number of ways. There are many parallels between health promotion and environmental issues. Both call for a reorientation from a "fix-it" mode to prevention and a broader recognition of interactions. Individuals in both areas are concerned with the same question of "how do we maintain a healthy population supported by a thriving environment?" Environmentalists and those in health promotion can learn from each other and collaborate in creative ways. It is hoped the continuing work of the Premier's Council on Health, Well-Being & Social Justice will make recommendations for integrated policies to address the fundamental determinants of health. In Toronto and other urban centres, a number of organizations are working toward the establishment of "healthy communities."

At the University the recent Presidential Commission on the Future of Health Care and the undergraduate medical curriculum Renewal process both attempt to define the training needs of health professionals within this broadened health concept. In 1990, U of T established the Centre for Health Promotion within the Division of Community Health with a mandate for research, education and community service. The centre is a resource for the entire University community and expects to become a significant component in a growing international network of centres for health promotion. Already 200 individuals within U of T's academic community have expressed an interest in becoming actively involved. They represent not only the health science disciplines but also such diverse fields as music, aerospace studies, medieval studies, the humanities and the full range of social sciences. One of our challenges is to work with faculty, students and staff to develop a Healthy University of Toronto project — to create a positive environment which is conducive to the well-being of all its members.

Karin Domnick Pierre is a member of the Centre for Health Promotion and Professor Irving Rootman is the director.